



Inner Critic

Every experience, no matter how bad it seems, holds within it a blessing of some kind. The goal is to find it — Gautam Buddha



Highly interactive & experiential learning delivered through exercises, case studies & reflections

Multiple options:

Webinar - 60 min
Face to Face - 1 Day





Your Inner critic reaffirms untruths about yourself that you have internalised to be true. How inner critic can be helpful in growth of a person or organisation?

Overview

Self-Criticism, Chronic Perfectionism, Chronic Procrastination, Blaming or Victim mentality, Over judgmental are some way how our Inner Critic can present itself especially at workplace. The critical inner voice if not handled well can contribute to depression, low-self-esteem, shame, anxiety, and exhaustion. The Inner Critic can be a potent saboteur of action, creativity, performance, relationships, and happiness.

Target Audience

All team members challenged by the inner critic and hence feeling stressed. It's especially valuable to leaders, managers, team leaders and supervisors of teams. (Max. 24 participants for Face to face; 100 in a Webinar)

Outcomes

- Recognizing the effects of my inner critic in my body/mind /action.
- Categorizing the inner critic rules
- Gratitude Practices
- Mindfulness Practices
- Compassionate Practices
- Strategies to regulate the inner critic to break stuck patterns.

Course Content

- Recognising our Inner critic
- Type of Inner Critics
- Understanding how it affects us
- Strategies to meet & address our inner critic
- Understanding the purpose of the Inner Critic
- Addressing our Inner Critic
- Creating mind space to meet and address our Inner Critic

Approach

- Multiple Delivery Options - F2F & Webinar
- Highly interactive facilitator moderated discussions, Psychodrama based activities, Neurolinguistics interventions, Mindfulness, Gratitude & Self-compassion practice sessions, Presentations, Individual & Group exercises, App based activities, Videos, Q&A

Optional Customization

- Duration of programs based on specific organisational needs
- Multiple sessions can be organised during the day
- Training needs analysis prior to design and delivery - to baseline exact requirements for maximum program value and impact
- Follow-up programs and individual coaching sessions for greater effectiveness

Enabling World

Corporate Overview



Passion | Commitment | Results

Enable the world realize it's full potential

**We enable You
to get there!!!**

What Got
You Here
Won't Get
You There



MARSHALL GOLDSMITH

WITH MARK REITER





We enable organisations
to create people philosophy, strategy & practices
that foster an inclusive culture and create differentiated employee experience
for sustained competitive advantage

Who we are

- Vision: “Enable the world realize it’s full potential”
- Values: Passion, Commitment, Results
- Established in 2012
- Experts with track record of leading transformational, global initiatives across industry verticals.
- We enable you to find the answer to your most challenging issues, achieve your vision and make you & your organization future ready





Sushil Tayal – Bangalore

Gallup Certified StrengthsFinder Coach, ILO certified Master Facilitator for Responsible Business Conduct, Knowledge Advisor & Master Facilitator with SHRM India.

Over 3 decades of experience of leading global teams & transforming organisations in manufacturing, newspaper, media, logistics & distribution IT, ITES, Banking & BFSI & Developmental Sector.



Sanjiv Jain – Delhi

Certified Coach, Strategic HR & Change Management consultant, versatile HR thought leader with over 3 decades of experience across industries like Engineering, Food, Oil & Gas, Avionics, Packaging, Chemical and IT both for large corporations like IBM, HCL, Glaxo, Jubilant,

Sanjiv is a IBM Certified Design Thinking and Agile practitioner



KP Vachali – Chennai

An acclaimed HR Advisor, Thought Leader, Facilitator and a seasoned Human Resources professional with over 3 decades of experience in Hospitality, Telecom and Retail. Led HR function for Mahindra Holidays, Leela Group of Hotels, Reliance Communications and Dairy Farm International.

Excellent track record of HR process improvement and culture of excellence.



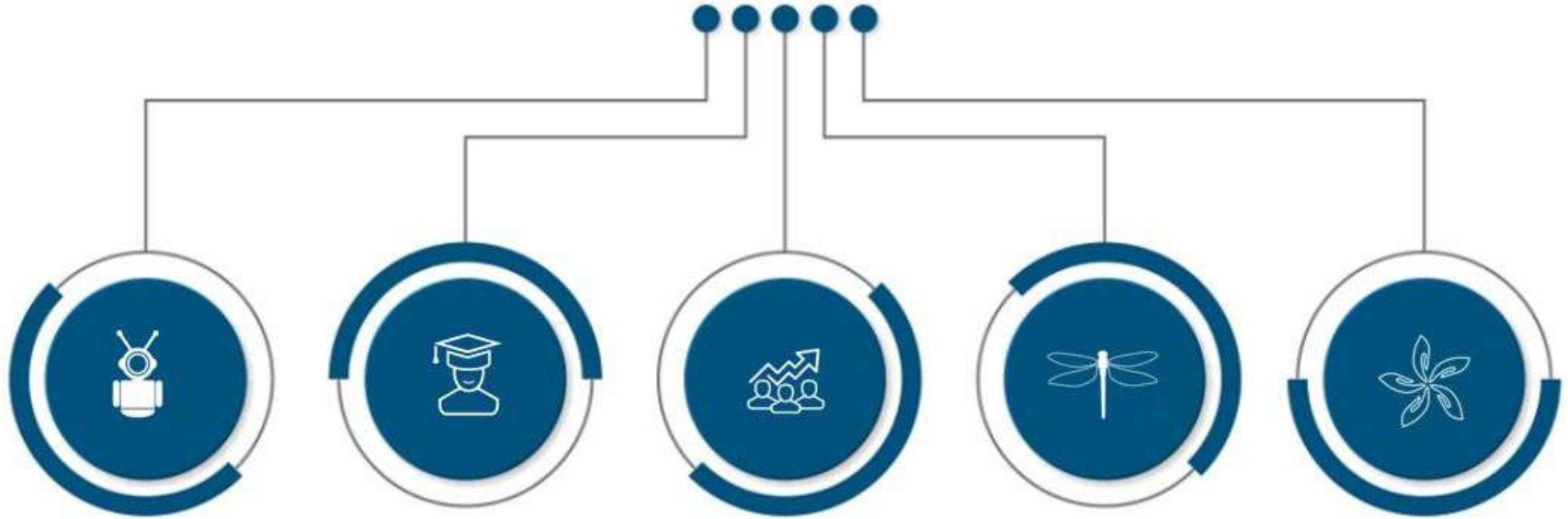
Anupam - United Kingdom

A life coach, facilitator & change consultant, Development Management Professional with an experience of over 3 decades.

Extensive experience in Counselling, practice teaching and child protection. Instrumental in redesigning and reshaping Asian Counselling Services, Leicester, UK, its service delivery on ethical & professional Counselling standard.

Our Enabling Solutions

Customized solutions for sustained competitive advantage



HR Technology & Digitalisation

- AI & ML based tech solutions
- Integrable niche solutions
- End to end HR processes

Leadership & Talent Development

- Strengths based coaching
- Assessments
- Training & workshops

HR Consulting & Advisory

- Strategic HR
- Process redesign
- ER & compliance

Talent Search & Supply

- HireSmart
- Executive Search
- Flexi staffing

Employee Wellbeing

- Leveraging science of mindset
- Counselling services
- Mindfulness

Our HR Tech Solutions

HR Operations

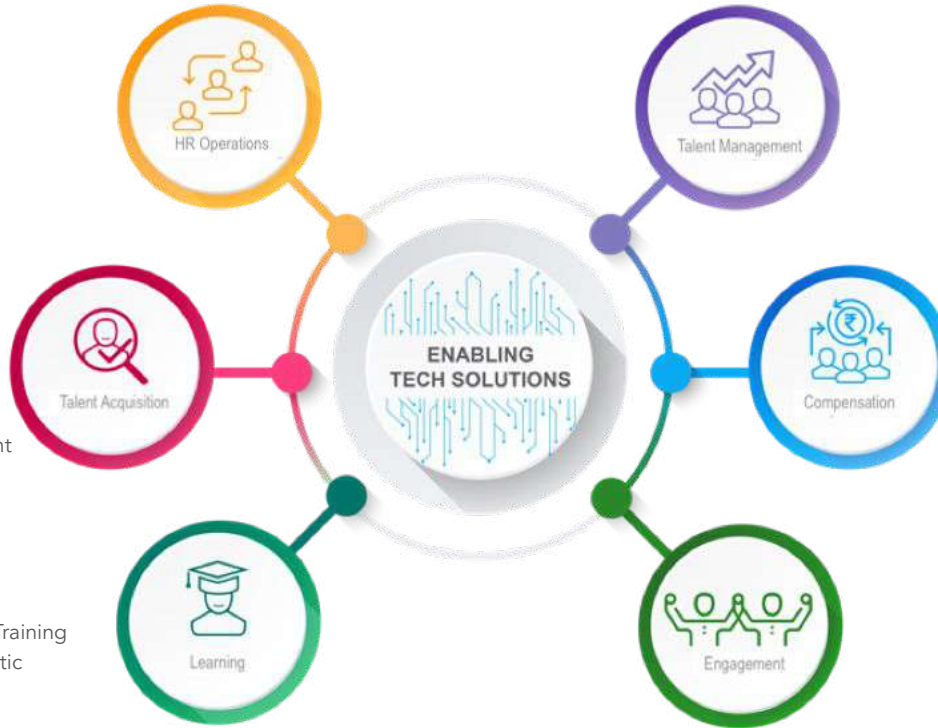
- Hire To Retire
- HRMS
- Payroll Management
- Compliance Management
- Workforce Analytics

Talent Acquisition

- 80% Automation, AI, ML Based
- 1 Way Video Interview
- Personality Assessment
- Cognitive Recruitment
- Cognitive Candidate Engagement
- Role Based Assessments
- Online Communication Test

Learning

- Online / App based Leadership Training
- Industry Skill Curation & Diagnostic
- Skill Profile
- AI based Career Planning
- Learning Outcome Quantification



Talent Management

- 20 Libraries - Jobs & Best Practice
- Cognitive Career Coach
- Competency Framework
- Assessments
- Employee Lifecycle Management

Compensation

- Design & Define Multiple Simulations In Minutes
- Predefined Models
- Empower Managers – User Friendly Self Service
- Advanced & Predictive Analytics
- Great User Experience
- Ready To Launch Surveys

Engagement

- Digital, Integrated Platform
- Employees Insights
- Surveys Linked To Lifecycle, Events
- Integrated Dashboards
- Action Planning

We offer [diagnostic / audit for HR Digitalisation](#) Readiness in your organization to ascertain focus areas for best ROI to business

- Our Belief - workshop facilitation is a way of providing leadership without taking the reins of making decisions.
- Our facilitation techniques generate high quality participation, help the group in overcoming group dynamics & interpersonal issues and achieve the common objectives.
- We have been facilitating workshops for corporate vision, mission, values, strategic planning, goal setting, focus groups, leadership off – site in large corporations
- Our approach to workshop facilitation involves:
 - Define goal / objectives
 - Alternative approaches for workshop
 - Agree process and deliverables
 - Agree pre-work
 - Facilitate workshop
 - Set the foundation
 - Communicate objective
 - Create conducive environment
 - Encourage participation
 - Maintain focus
 - Build consensus
 - Agree on action items
 - Follow-up post workshop



Creating Future Ready Talent

Our Training & Development Enablers

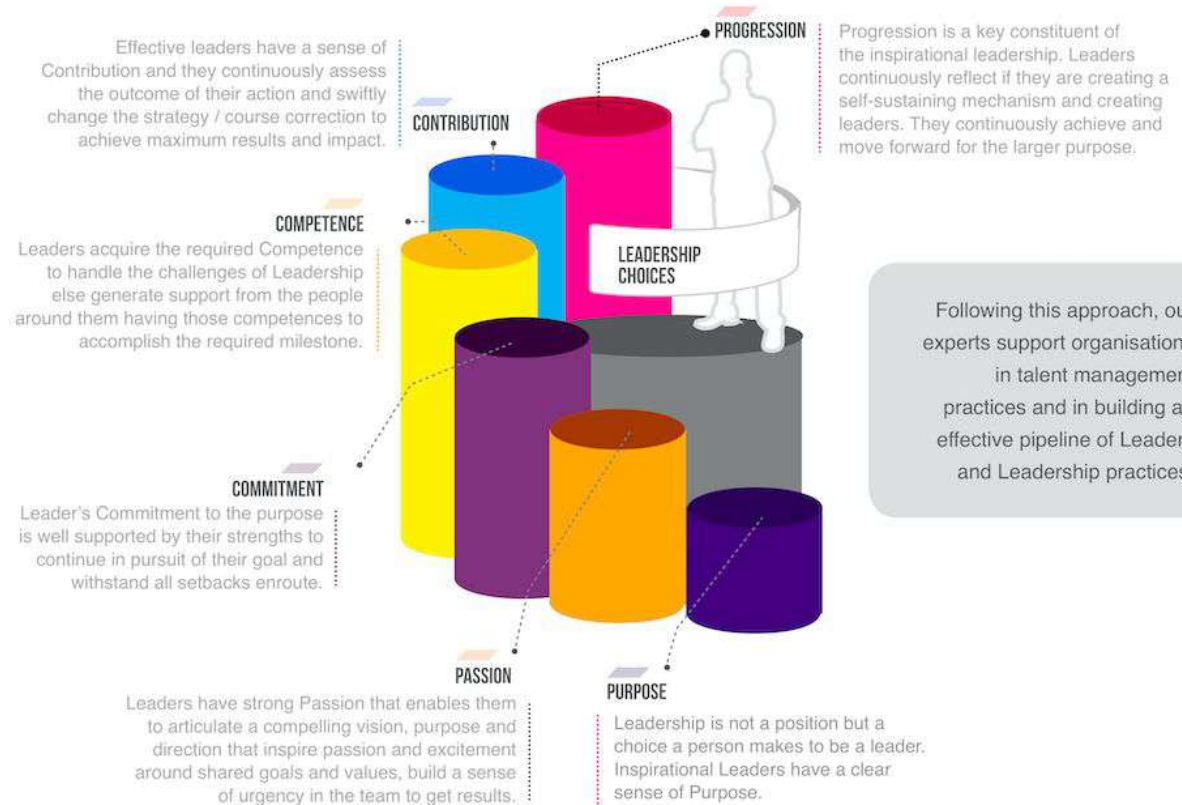


EW Learning Hub

Webinar | Live Online Training | Master Class

Our Leadership Approach

We develop Leadership competencies through StrengthsFinder, Psychometric Assessments, 360° feedback, Coaching and Trainings



Following this approach, our experts support organisations in talent management practices and in building an effective pipeline of Leaders and Leadership practices.

Our Development Enablers

Managerial Effectiveness

Developing managerial competencies to manage self & team to create & sustain high performance culture



Leadership



Inspirational Leadership
Developing leadership competencies to lead change, inspire people, create passion & excitement around shared goals.

General Management

HR Functional Competencies



HR Competency
Developing HR functional competencies to manage new age workforce and agile organisation

Wellbeing

Leveraging the science of mindset; mindset expansion & cultivation of mindfulness; Counselling services



Employee Wellbeing



EW Learning Hub

Webinar | Live Online Training | Master Class



Leadership

- Vision, Mission & Values
- Inspirational Leadership
- Strategic Thinking
- Leading Change
- Growth Mindset
- Art of Story Telling
- Leader As A Coach
- Strengths Based Leadership
- Leading In Turbulent Times
- Empathetic Leader
- Executive Presence
- Critical Thinking
- Principles Based Leadership
- Leading Diversity & Inclusion
- Transformational Leadership
- Expanding Your Influence
- Driving Cultural Change

... more



HR Functional

- Strategic Business Partner
- Creating Business Value
- Design Thinking for HR
- Agile HR
- HR Analytics
- Organisation Design
- Workforce Planning
- Talent Management
- Talent Acquisition
- High Performance Culture
- Total Rewards
- Employee Value Proposition
- Enhance Employee Experience
- Proactive Employee Relations
- Workplace Investigations
- Labour Law Compliance
- HR Audit Competencies

... more



General Management

- Building Effective Partnership
- Strengths Based Conversations
- Working With Millennials
- Cultural Sensitivity
- Effective Decision Making
- Managing Conflicts
- Influencing & Persuasion Skills
- Art of Negotiations
- Building Engaging Workplace
- Communicating for impact
- Managing High Perf. Team
- Managing Difficult Conversation
- Harassment Free Workplace
- Dealing With Ethical Issues
- Enabling Young Manager
- Managing Career Aspirations
- Counseling Skills

... more



Employee Wellbeing

- Mindset Of Mindfulness
- Even Eagle Needed A Push
- Befriending Stress
- Conversation With Emotions
- Inner Critic
- Being Yourself
- Resiliency At Work
- Building Bridges
- Boosting Your Positive Outlook
- Creating Balance In Your Life
- Thriving Under Pressure
- Healthy Eating
- Workplace Exercises
- Changing face of Retirement
- Financial Wellbeing
- POSH & ICC training

... more

High Tech, High Touch, High Impact

Emerging Leader Journey content



Tool orientation
Learning mindset
Habits for success
Manager role in the learning
Why you, why now?



Understanding me
Emotional intelligence
Courageous conversations
Developing agility

Path 1



Connecting to purpose
Fundamentals of coaching and mentoring
Giving and receiving feedback
Managing meetings

Path 2



How to influence when you are not in charge
Communication keys and tools
Personal brand
Managing up

Path 3



Networking and collaboration
Tools for success
Financial literacy
Strategic leadership

Path 4

Manager to Leader Journey content



Tool orientation
Learning mindset
Habits for success
Supporting roles
Leadership in the 2020's



Developing Self Awareness
Effective Communication
Crucial Conversations
Building Trust

Path 1



Leading change
Leading high performance
Creating a culture of learning and growth
Managing poor performance

Path 2



Business Acumen
Understanding our organisation
Tools for success
Management effectiveness

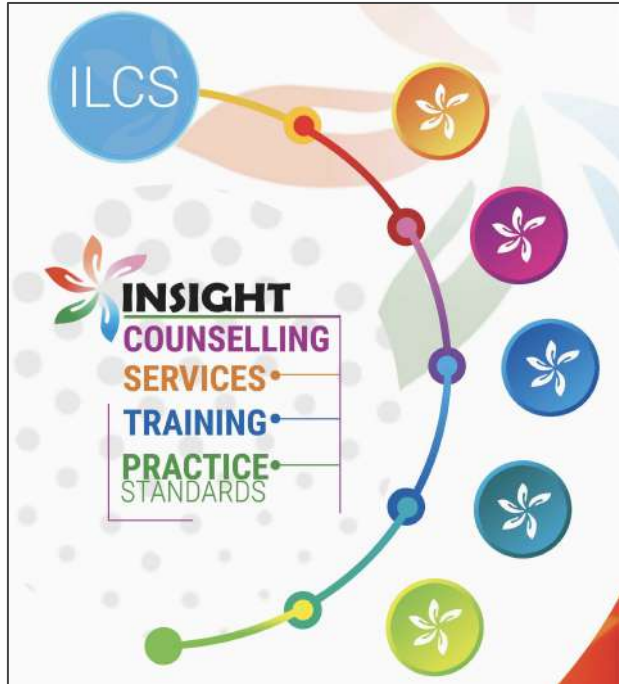
Path 3

4 Months journey with continuous engagement, Online blended with face to face coaching, Impact measurement



Employee Wellness Support

Leveraging technology for learning & enablement



Counselling Services

*Virtual
&
F2F*



Well-being Training

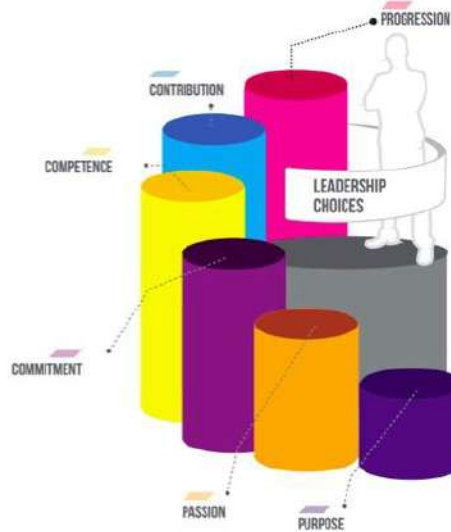
Our Unique Approach



HR: Impacting Business Results

Stakeholders	Customers People Investors Communities
Strategic intent	<ul style="list-style-type: none"> Create value for our stakeholders Partner with business to create value for the company Create & communicate a compelling employee value proposition Be socially responsible Be in top 50 best places to work Make impacting decision on human capital
Values	Identified Values & the framework to emphasize the values system
Themes	Organizational effectiveness, Human capital & Strategy Differentiator Capability Opportunity Motivation
Complexities	Relationship System & Process Organizational Capabilities
Programs	<ul style="list-style-type: none"> Strategic Staffing Talent Management Succession & Leadership Employee Rewards Training / Development Employee Championship Global Citizen System & Process: Objective & Compliant Market-driven HR Tech & Technology Environment / CSR Employee Branding Partner & Management System Shaping the work force

Approach & framework & Tool



Approach & framework



Tool & framework



Propriety Models Framework & Tools



Tools & framework





HRMIS, Payroll, Engagement



Leadership Interventions



Learning Platform



Our Strategic Partnerships

Talent Acquisition Automation



Learning Platform Video Indexing



Compliance Solutions



Compensation & Reward Management



HR Consulting



Employee Wellbeing



Contract Staffing



Psychometric Assessments



Clients our Experts Enabled





Realize Your Full Potential



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